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ABSTRACT

The purpose of this study was to provide an empirical estimate of the number of newly certified teachers in Michigan who did not enter teaching in the year in which they were initially certified and also to estimate the time this group remained active in seeking teaching positions. The study was limited by lack of data on private school teacher employment and missing data for 1971-72. Computer tape records and Professional Personnel Register tapes from the Michigan Department of Education provided data on certification type, date of certification, recommending institution, social security number, teaching level, school district, and similar professional data. Analysis of the data showed that at least 30 percent of the newly certified teachers voluntarily chose not to enter public school teaching in the same year in which they were initially certified. The data also indicated that a substantial number of Michigan graduates continue to seek employment as teachers for two years after certification. (DS)

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# ESTIMATING THE NUMBER OF NEWLY CERTIFIED TEACHERS WHO DO NOT ENTER TEACHING IN MICHIGAN PUBLIC SCHOOLS

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The large number of babies born during the 1950's created a strong demand for teachers in the elementary and secondary schools of Michigan during the 1960's. Although some educators have contended that there has been an under utilization of available teaching personnel,[1] the 1970's were characterized by the emergence of many newly certified teachers who were not able to find teaching positions in the geographic regions or in the teaching fields for which they had been trained.

In order to determine the magnitude of this "surplus, it is important to establish a reasonable estimate of the proportion of newly certified teachers who chose to defer, temporarily or indefinitely, their entry into active teaching positions. The Michigan Department of Education has estimated that each year 30% of Michigan's newly certified teachers will not enter teaching during the year of their initial certification.[2]

## PURPOSE OF THE STUDY

It was the purpose of this study to provide an empirical estimate of the number of newly certified teachers in Michigan who did not enter teaching in the year in which they were initially certified. The study also attempted to estimate the time a newly certified teacher remained active in seeking employment as a teacher in Michigan Public Schools.

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[1] Herbert Walberg and Sue Pinzur Rasher," The Ways Schooling Make a Difference," Phi Delta Kappa, 58:9; 703-707; May, 1977

[2] Sarah Boling, A Study of Michigan Teacher Supply and Demand (1975); Mich. Dept. of Education, December, 1975, p. 44.

## LIMITATIONS OF THE STUDY

One limitation in this study is that the Professional Personnel Registers include data only for teachers in Michigan Public Schools. Therefore, the employment of newly certified teachers in private schools in Michigan was not considered in this study. This element would tend to increase the employment of new teachers and to exclude this element would tend to inflate the estimate of the number of newly certified persons who were not employed each year.

A second limitation is the missing employment data for 1971-72, when the information was not collected for the Professional Personnel Register. This deficiency makes it difficult to follow the pattern of employment of teachers from 1970-71 to 1972-73. However, 85% of the professional staff included in the 1972-73 Register indicated that they were teaching in Michigan Public Schools in 1971-72. Therefore, the 1972-73 Register provides a rough estimate of those professional personnel in Michigan schools in 1971-72. Nevertheless, there is still a 15% gap representing about 14,000 teachers.

In some instances, the computer tape record did not correspond exactly with the official count of newly certified teachers by the Michigan Department of Education. With one exception, the annual computer tape files contained 92% to 100% of the records included in the official count. The single exception occurred in 1969-70 when there was a change in the certification code. The computer tape file included only 18,605 records or 65% of the

28,436 new provisional certificates issued in 1969-70.

One final precaution is urged upon the reader in interpreting the data presented here. The Professional Personnel Register simply records the personnel employed in Michigan Public Schools at one point during the school year. It does not reflect the increases or decreases in teaching positions during a single school year. Moreover, we do not have adequate data to indicate the extent to which substitute teachers are used in permanent or temporary teaching positions in the public schools.

## PROCEDURE USED IN STUDY

Computer tape records were obtained from the Michigan Department of Education for all teachers who received provisional certificates during the years 1967 through 1975. These records indicated the certificate type, date of certification, recommending institution, social security number and other professional credentials of each teacher certified to teach in Michigan Schools during this time period. This file contained more than 100,000 records.

Professional Personnel Register tapes were also obtained from the Michigan Department of Education. Records on these computer tapes identified those teaching personnel who were employed each year in Michigan Public Schools from 1967 through 1975. In addition to the social security number of each teacher, the Registers also indicated certificate type, teaching level, school district, and similar professional data about each teacher or administrator employed in Michigan Public schools. This file contains more than 1 million records.

The social security number was extracted for each teacher who received a provisional certificate during the fiscal year 1967-68. These social security numbers were compared with the social security numbers on the Professional Personnel Register for the 1967-68 year. In this way it was possible to identify those teachers who received their provisional certificates in 1967-68 and who were also hired to teach in Michigan Public Schools during the 1967-68 school year.

These comparisons made it possible to determine the percent of newly certified personnel who were employed as well as the percent of newly certified personnel who were not employed in the same year in which they received their provisional certificate. A similar procedure was used with newly certified teachers for the school years from 1968-69 through 1976-76.

In order to identify patterns of subsequent employment, the researcher selected those teachers who were newly certified in 1967 and who were not employed in 1967-68 as indicated by the Professional Personnel Register. Their social security numbers were compared with the social security numbers of all personnel in the Registers for 1968, 1969, 1970, 1972, 1973, 1974 and 1975. The year 1971 was omitted because the Michigan Department of Education did not collect the Register data in that year. The analysis indicated the percent of teachers certified initially in 1967 and subsequently employed. It also indicated the percent of teachers who were not employed in Michigan Public Schools for almost a decade after their initial certification.

Similar analyses were conducted using the social security numbers of teachers newly certified for each year from 1968-69 through 1975-76. The purpose of these analyses was to identify changes or patterns in the employment of newly certified teachers.

It is important to distinguish between those years when there were many teaching positions available (1960's) from those years when it was difficult to find a teaching position in a particular teaching field and/or geographic region (1970's). It seems reasonable to assume that those newly certified teachers who did not take teaching positions during the 1960's were making this choice voluntarily and not because they were unable to find a teaching position. Therefore, the school years of 1967-68, 1968-69, and 1969-70 provide excellent time periods to use in order to estimate the relative numbers of newly certified teachers who voluntarily chose to defer entrance into teaching.

In order to estimate the severity of the shortage of teachers during the 1960's, the researcher used the presence of emergency personnel in regular teaching positions as an indication of the shortage of fully certified teaching personnel. These emergency credentials were issued upon the request of the superintendent of a school district, where there simply were not enough qualified teachers to meet with classes of pupils. Without these special emergency accommodations, the pupils in many schools would have been enrolled in absurdly large classes or sent home with the consequent loss of revenue for each pupil missing a single day of school. As indicated by the Michigan Department of Education:

> "Special permits were authorized by the State Board of Education to enable school districts to employ individuals without proper certification in emergency situations.....The 7,373 State Board Special Certificates (full year) issued in 1966-67 represents an increase over the 1965-66 school year when a total of 6,938 were approved....The 20,161 Ninety-Day Substitute Permits issued in 1966-67 represent an increase over the 1965-66 school year when a total of 12,930 were approved.[3]

Table 1 shows the number of Full Year Special Permits and 90-day Substitute Permits which were issued from 1966 through 1974. The total number of special permits increased sharply from 27,534 issued in 1966 to a peak of 47,122 special permits issued in 1969, and then they began to decline to a low of 8,263 special permits issued in 1974.

Table 1 indicates clearly that a shortage of qualified teachers existed from 1966-67 through the 1969-70 school year. From 1971-72 through 1974-75 there was a declining need for teachers with special permits, probably because the increasing supply of certified teachers began to match the need for teaching personnel.

The period of 1973 through 1974 appears to be a leveling out in the demand for teachers with special permits. It may be that many of the 8,263 permits were needed for persons in teaching fields influenced by special appropriations or legislation, e.g., vocational education, special education.

## RESULTS OF STUDY

Table 2 provides a comparison of the number of newly certified graduates of Michigan Institutions and the number who were subsequently employed in Michigan Public Schools.

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[3] 1966-67 STATUS REPORT: Certified Personnel in Michigan Public Schools: Michigan Department of Education; Lansing, December, 1967, p. 3, p. 35

TABLE 1

NUMBER OF STATE SPECIAL PERMITS ISSUED ANNUALLY

BY THE MICHIGAN DEPARTMENT OF EDUCATION

| | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 |
|---|---|---|---|---|---|---|---|---|---|
| A. Full Year Special Permit | 7,373 | 8,026 | 6,884 | 3,858 | 2,079 | 559 | 260 | 418 | 371 |
| B. Substitute Permits (90 days) | 20,161 | 25,889 | 33,580 | 43,264 | 30,060 | 22,552 | 15,481 | 9,354 | 7,892 |
| C. TOTALS | 27,534 | 33,915 | 40,464 | 47,122 | 32,139 | 23,111 | 15,741 | 9,772 | 8,263 |

Row #1 in that table indicates the number of persons newly certified each year from 1967-68 through 1975-76. The figures in parentheses in row #1 indicate the percent of the official count of provisional certificates issued that year. Row #1 indicates the number of subjects used in this study to estimate the number of Michigan graduates who received provisional certificates each year.

Under the column labeled "1967," the data in row #2 indicate that 4,008 or 35% of the 11,593 teachers newly certified in 1967-68 were also employed in Michigan Public Schools in 1967-68. Row #4 shows that 3,424 or 30% of the remaining 7,585 teachers were subsequently employed in 1968-69. Only 4% were hired in 1969-70; and thereafter the proportion of teachers who were certified in 1967-68 and employed in Michigan Public Schools is seen to dwindle to less than 1%.

In the column under "1968," the data in row #1 indicate that 11,461 or 89% of the new provisional certificate records were to be analyzed. However, only 11,385 records were used here because the other 86 teachers were employed in Michigan Public Schools in 1967-68,before they received their initial provisional certificates.

The data for newly certified teachers in 1968-69 shows a pattern similar to the employment of teachers certified in 1967-68. Row #4 shows that 4,331 or 38% of the teachers newly certified in 1968-69 were employed. Row #6 indicates that 2,595 or 23% additional teachers were employed in 1969-70. Only 4% were hired in 1970-71; and thereafter the number employed annually diminished to 2% or less.

TABLE 2

EMPLOYMENT OF GRADUATES OF MICHIGAN INSTITUTIONS WHO RECEIVED INITIAL PROVISIONAL CERTIFICATE (FISCAL YEAR)

Fiscal Year Year Provisional Certificate Issued

| Michigan Institutions | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 |
|---|---|---|---|---|---|---|---|---|---|
| 1. No. Certified (tape) | 11,593 (90%) | 11,461 (89%) | 13,132 (-) | 16,889 (100%) | 16,517 (100%) | 15,98[illegible] (100%) | 13,517 (100%) | 11,391 (100%) | 10,674 |
| 2. No. Employed (1967-68) | 4,008 (35%) | | | | | | | | |
| 3. No. Not Employed (1967-68) | 7,585 (65%) | (11,385) | | | | | | | |
| 4. No. Employed (1968-69) | 3,424 (30%) | 4,331 (38%) | | | | | | | |
| 5. No. Not Employed (1968-69) | 4,161 (35%) | 7,054 (62%) | (12,987) | | | | | | |
| 6. No. Employed (1969-70) | 489 (4%) | 2,595 (23%) | 5,151 (40%) | | | | | | |
| 7. No. Not Employed (1969-70) | 3,672 (32%) | 4,459 (39%) | 7,836 (60%) | (16,570) | | | | | |
| 8. No. Employed (1970-71) | 197 (2%) | 466 (4%) | 2,448 (19%) | 2,445 (15%) | | | | | |
| 9. No. Not Employed (1970-71) | 3,475 (30%) | 3,993 (35%) | 5,388 (41%) | 14,125 (85%) | (16,247) | (15,730) | | | |
| 10. No. Employed (1972-73) | 122 (1%) | 234 (2%) | 637 (5%) | 5,281 (32%) | 6,540 (40%) | 1,938 (12%) | | | |
| 11. No. Not Employed (1972-73) | 3,353 (29%) | 3,759 (33%) | 4,751 (36%) | 8,844 (53%) | 9,707 (60%) | 13,792 (88%) | (13,193) | | |
| 12. No. Employed (1973-74) | 41 (0) | 59 (1%) | 131 (1%) | 616 (4%) | 1,183 (7%) | 4,119 (26%) | 1,397 (11%) | | |
| 13. No. Not Employed (1973-74) | 3,312 (29%) | 3,700 (32%) | 4,620 (35%) | 8,228 (49%) | 8,524 (53%) | 9,673 (62%) | 11,796 (89%) | (11,391) | |
| 14. No. Employed (1974-75) | 34 (0) | 38 (0) | 81 (0) | 333 (2%) | 491 (3%) | 1,213 (8%) | 3,316 (25%) | 1,095 (10%) | |
| 15. No. Not Employed (1974-75) | 3,278 (28%) | 3,662 (32%) | 4,539 (35%) | 7,895 (47%) | 8,033 (50%) | 8,460 (54%) | 8,480 (64%) | 10,296 (90%) | (10,634) |
| 16. No. Employed (1975-76) | 44 (0) | 29 | 53 (0) | 181 (1%) | 250 (2%) | 480 (3%) | 966 (7%) | 2,437 (21%) | 944 (9%) |
| 17. No. Not Employed (1975-76) | 3,234 (28%) | 3,633 (32%) | 4,486 (34%) | 7,714 (46%) | 7,783 (48%) | 7,980 (51%) | 7,514 (54%) | 7,859 (69%) | 9,690 (91%) |
| 18. Official No. of Provisional Certificates Issued | 12,948 | 12,888 | -- | 16,798 | 16,447 | 15,914 | 13,418 | 11,317 | |





*Values are rounded to nearest 1%

A similar pattern of employment of newly certified personnel is shown in the data under the column labeled "1969". Row #6 indicates that 5,151 or 40% of the new teachers were employed in the 1969-70 school year. Row #8 shows that 2,448 or 19% of the remaining teachers were employed the next year. Row #10 indicates that an additional 5% of these teachers were employed in 1972-73. The reader should note that the 1972-73 employment estimate includes two years, because the Professional Personnel Register was not available for 1971-72. After 1972-73 the employment of 1969-60 certified teachers dropped to 1% or less.

Until 1970-71, it was customary for school districts to recruit new teachers from January through June so that they could begin teaching in the Fall. Employment data in Table 2 reflect this general pattern.

However, the data in Table 2 also show a change in this pattern of early recruitment and employment. In 1970-71, only 2,445 or 15% of the newly certified Michigan graduates were employed in the same year in which received their initial provisional certificates. This is a sharp decline from the corresponding number and proportion of newly certified teachers who were employed in the preceeding years. Although 1971-72 employment data are missing, row #10 shows that 5,281 or 32% of the new teachers had been hired. In the fourth year, another 616 or 4% more were employed. Thereafter, the annual employment of 1970-71 graduates fell to 2% or less.

The employment record for newly certified teachers in 1971-72 is erratic, because of the missing Register data for 1971-72. However, the trend toward later employment of new graduates is evident in the data for 1972-73 and 1973-74.

Under the column labeled "1972", there were only 1,938 or 12% of the newly certified Michigan graduates employed in the 1972-73 school year. However, 4119 or 26% were hired in 1973-74 and another 1,213 or 8% were hired in 1974-75---three years after receiving their initial provisional certificates. Only 480, or 3% were hired in 1975-76.

The pattern of late employment of new graduates appears again in the column labeled "1973". Only 1,397 or 11% of the newly certified Michigan graduates were employed in the same year in which they received their certificates, e.g., 1973-74. However, 3,316 or 25% were hired 1 year after their initial certification and another 966 or 7% were employed two years after certification.

Table 2 presents the data for employment of teachers newly certified in 1974-75 and in 1975-76. Although the data for employment of teachers certified in 1974-75 appears very similar to the 1972-73 and 1973-74 patterns, there simply hasn't been enough time to establish a trend.

In summary, the data show that the annual certification of new teachers increased 30% from 1967-68 to 1970-71 and then fell 37% in the years from 1970-71 to 1975-76. Employment of beginning teachers in the same year of their certification was 35% in 1967-68 and it decreased to only 9% in 1975-76. Employment of beginning

teachers in the first two years after certification decreased from 69% in 1967-68 to 43% in 1973-74. Since the data for school years of 1976-77, 1977-78 and 1978-79 are not available, we can only speculate upon the future trends in employment of newly certified teachers. However, it is clear that the annual supply of newly certified teachers is decreasing and the employment of newly certified teachers is also decreasing. There is ample room for dispute as to the relative rates of change in these two variables.

It is also clear that the pattern of employment of New Michigan teachers which emerged in 1970-71 is different from the pattern of employment of newly certified Michigan graduates in 1967-68, 1968-69 or 1969-70. It appears that 1970-71 marks the time in Michigan when the supply of qualified teaching personnel began to match the demand for new teaching personnel. Perhaps school district personnel directors were able to be more selective and postpone offering contracts to new teachers. During the 1970-74 period there were delays in finalizing the annual State School Aid law which made it difficult for superintendents to hire new teachers without some explicit understanding as to the amount of money which was available to their respective districts. Certainly, the declining pupil enrollment influenced decisions about the time and number of new teachers to employ. In addition, collective bargaining in K-12 schools became very active during the 1970's, which undoubtedly influenced the number of new teachers who might be employed in a school district.

One could speculate at length upon the major factors and their influence upon the changing pattern in employment of beginning teachers. In any event, the tendency for the 1970's was to delay employment of new teachers for 1 to 3 years. It may be that these newly certified teachers have served as substitute teachers for one or two years so that professional colleagues have an opportunity to appraise their professional competence and personal qualities. However, this commentary on the role of the substitute is blatant speculation on the part of the writer, since he has not been able to obtain any substantial data describing the role of the substitute in Michigan Public Schools.

Table 3 provides a summary of the certification and employment of graduates of institutions outside of Michigan. The data in Table 3 are presented in the same format followed in Table 2. It shows the number of newly certified teachers from 1967-68 through 1975-76, and the number who were employed or not employed each year.

From 1967-68 through 1970-71, there is a distinct pattern in the employment of newly certified teachers trained in institutions outside of Michigan. The largest number are employed in the same year in which they are initially certified, e.g. 42% to 50% of the total group. In the second year, a smaller proportion of the group is hired, and thereafter the number employed is 3% or less.

Employment of beginning teachers from out-of-state follows a similar pattern for teachers certified in 1971-72, but the absence

TABLE 3

EMPLOYMENT OF GRADUATES OF OUT-OF-STATE INSTITUTIONS WHO RECEIVED INITIAL PROVISIONAL CERTIFICATE (FISCAL YEAR)

Fiscal Year Year Provisional Certificate Issued

| Out-of-State Institutions | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 |
|---|---|---|---|---|---|---|---|---|---|
| 1. Number Certified (Tape) | 5,313 (98%) | 5,601 (115%) | 5,473 (-) | 3,978 (97%) | 3,792 (98%) | 3,433 (98%) | 3,512 (97%) | 3,173 (100%) | 2,805 |
| 2. No. Employed (1967-68) | 2,670 (50%) | | | | | | | | |
| 3. No. Not Employed (1967-68) | 2,643 (50%) | | | | | | | | |
| | | (5,559) | | | | | | | |
| 4. No. Employed (1968-69) | 1,112 (21%) | 2,722 (49%) | | | | | | | |
| 5. No. Not Employed (1968-69) | 1,531 (29%) | 2,837 (51%) | | | | | | | |
| | | | (5,392) | | | | | | |
| 6. No. Employed (1969-70) | 151 (3%) | 996 (18%) | 2,597 (48%) | | | | | | |
| 7. No. Not Employed (1969-70) | 1,380 (26%) | 1,841 (33%) | 2,795 (52%) | | | | | | |
| | | | | (3,905) | | | | | |
| 8. No. Employed (1970-71) | 78 (1%) | 139 (3%) | 799 (15%) | 1,639 (42%) | | | | | |
| 9. No. Not Employed (1970-71) | 1,302 (25%) | 1,702 (30%) | 1,996 (37%) | 2,266 (58%) | | | | | |
| | | | | | (3,686) | (3,382) | | | |
| 10. No. Employed (1972-73) | 36 (1%) | 73 (1%) | 175 (3%) | 491 (13%) | 1,304 (35%) | 689 (20%) | | | |
| 11. No. Not Employed (1972-73) | 1,266 (24%) | 1,629 (29%) | 1,821 (34%) | 1,775 (45%) | 2,382 (65%) | 2,693 (80%) | | | |
| | | | | | | | (3,457) | | |
| 12. No. Employed (1973-74) | 14 (0) | 26 (0) | 32 (1%) | 53 (1%) | 152 (4%) | 411 (12%) | 643 (19%) | | |
| 13. No. Not Employed (1973-74) | 1,252 (24%) | 1,603 (29%) | 1,789 (33%) | 1,722 (44%) | 2,230 (61%) | 2,282 (68%) | 2,814 (81%) | | |
| | | | | | | | | (3,173) | |
| 14. No. Employed (1974-75) | 2 (0) | 11 (0) | 11 (0) | 31 (1%) | 55 (2%) | 116 (3%) | 403 (12%) | 459 (14%) | |
| 15. No. Not Employed (1974-75) | 1,250 (24%) | 1,592 (29%) | 1,778 (33%) | 1,691 (43%) | 2,175 (59%) | 2,166 (65%) | 2,411 (69%) | 2,714 (86%) | |
| | | | | | | | | | (2,801) |
| 16. No. Employed (1975-76) | 14 (0) | 9 (0) | 14 (0) | 20 (0) | 35 (1%) | 41 (1%) | 147 (4%) | 300 (10%) | 319 (11%) |
| 17. No. Not Employed (1975-76) | 1,236 (23%) | 1,583 (28%) | 1,764 (33%) | 1,671 (43%) | 2,140 (58%) | 2,125 (64%) | 2,264 (65%) | 2,414 (76%) | 2,482 (89%) |
| 18. Official No. of Provisional Certificates Issued | 5,408 | 4,872 | | 4,090 | 3,888 | 3,515 | 3,606 | 3,176 | |

*Values are rounded to nearest 1%

of Register data obscures the pattern of employment.

There was a sharp reduction in the number of out-of-state teachers employed in 1972-73 or 1973-74 when compared to the number employed in 1970-71. Employment of out-of-state teachers declined from 1,639 or 42% in 1970 to 689 or 20% in 1972. Employment in the year after certification was 12% in 1972-73 and in 1973-74, but dropped to 3% in the next year. Two years after initial certification, the employment of out-of-state teachers had declined to 4% of those certified in a given year.

The number of out-of-state graduates who were newly certified decreased from 5,408 in 1967-68 to 2,805 in 1975-76, which represented a decrease of 53%. Employment of out-of-state teachers in the same year they were certified decreased from 40% of those initially certified and employed in 1967-68 to 25% of those initially certified and employed in 1975-76. In other words Michigan graduates' share of the employment market for beginning teachers increased from 60% in 1967-68 to 75% in 1975-76.

## CONCLUSIONS

The data collected and analyzed in this study are clearly supportive of the proposition that at least 30% of the newly certified teachers in Michigan voluntarily chose not to enter public school teaching in the same year in which they were initially certified to do so. This condition occurred when many teaching positions were readily available (1967-1970). It seems reasonable to infer that this condition still prevailed when

TABLE 4

EMPLOYMENT OF ALL TEACHERS RECEIVING INITIAL PROVISIONAL CERTIFICATE (FISCAL YEAR)

| All Institutions | Fiscal Year Year Provisional Certificate Issued | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 |
| 1. Number Certified (tape) | 16,906 (92%) | 17,062 (96%) | 18,605 (65%) | 20,867 (100%) | 20,309 (99%) | 19,417 (100%) | 17,029 (100%) | 14,564 (100%) | 13,479 |
| 2. No. Employed (1967-68) | 6,678 (40%) | | | | | | | | |
| 3. No. Not Employed (1967-68) | 10,228 (60%) | | | | | | | | |
| | | (16,944) | | | | | | | |
| 4. No. Employed (1968-69) | 4,536 (27%) | 7,053 (42%) | | | | | | | |
| 5. No. Not Employed (1968-69) | 5,692 (34%) | 9,891 (58%) | | | | | | | |
| | | | (18,379) | | | | | | |
| 6. No. Employed (1969-70) | 640 (4%) | 3,591 (21%) | 7,748 (42%) | | | | | | |
| 7. No. Not Employed (1969-70) | 5,052 (30%) | 6,300 (37%) | 10,631 (58%) | | | | | | |
| | | | | (20,475) | | | | | |
| 8. No. Employed (1970-71) | 275 (2%) | 605 (4%) | 3,247 (18%) | 4,084 (20%) | | | | | |
| 9. No. Not Employed (1970-71) | 4,777 (28%) | 5,695 (33%) | 7,384 (40%) | 16,391 (80%) | | | | | |
| | | | | | (19,933) | (19,112) | | | |
| 10. No. Employed (1972-73) | 158 (1%) | 307 (2%) | 812 (4%) | 5,772 (28%) | 7,844 (39%) | 2,627 (14%) | | | |
| 11. No. Not Employed (1972-73) | 4,619 (27%) | 5,388 (31%) | 6,572 (36%) | 10,619 (52%) | 12,089 (61%) | 16,485 (86%) | | | |
| | | | | | | | (16,650) | | |
| 12. No. Employed (1973-74) | 55 (0) | 85 (1%) | 163 (1%) | 669 (3%) | 1,335 (7%) | 4,530 (24%) | 2,040 (12%) | | |
| 13. No. Not Employed (1973-74) | 4,564 (27%) | 5,303 (31%) | 6,409 (35%) | 9,950 (49%) | 10,754 (54%) | 11,955 (62%) | 14,610 (88%) | | |
| | | | | | | | | (14,564) | |
| 14. No. Employed (1974-75) | 36 (0) | 49 (0) | 92 (1%) | 36 (2%) | 546 (3%) | 1,329 (7%) | 3,719 (22%) | 1,554 (11%) | |
| 15. No. Not Employed (1974-75) | 4,528 (27%) | 5,254 (31%) | 6,317 (34%) | 9,586 4/%) | 10,208 (51%) | 10,626 (56%) | 10,891 (65%) | 13,010 (89%) | |
| | | | | | | | | | (13,435) |
| 16. No. Employed (1975-76) | 58 (0) | 38 (0) | 67 (0) | 201 (1%) | 285 (1%) | 521 (3%) | 1,113 (7%) | 2,737 (19%) | 1,263 (9%) |
| 17. No. Not Employed (1975-76) | 4,470 (26%) | 5,216 (31%) | 6,250 (34%) | 9,385 (46%) | 9,923 (50%) | 10,105 (53%) | 9,778 (59%) | 10,273 (70%) | 12,172 (91%) |
| 18. Official No. of Provisional Certificates Issued | 18,428 | 17,760 | 28,436 | 20,888 | 20,425 | 19,429 | 17,027 | 14,493 | |

*Values are rounded to nearest 1%





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teaching positons have been difficult to secure (1971-1975), and the data examined in this study support this inference.

The data also indicate that a substantial number of Michigan graduates continued to seek employment as teachers for two years after the year of their initial certification. Within the time span considered in this study, very few Michigan graduates continued to seek employment beyond the two year period.

Many graduates of out-of-state institutions were actively seeking a regular teaching position for one year after the initial certification year. Thereafter, very few continued to seek employment as teachers in Michigan Public Schools.